

2018 ANNUAL PUBLIC FILE EEO REPORT

January 31, 2018 through September 30, 2018

WWDT-CD, Fort Myers, FL

The FCC's EEO Rule requires that this Report contain the following information:

1. List all full-time job vacancies filled by any station covered by this report during the past year.
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1;
4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station;
5. Summarize the employment unit's broad outreach initiatives during the past year. Identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

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I. Vacancy Recruitment

Covering the period from January 31, 2018 through September 30, 2018*

Station: WWDT-CD, Fort Myers, FL

*NOTE: NBCUniversal acquired WWDT-CD effective January 31, 2018. Accordingly, the period covered by WWDT-CD's 2018 annual EEO public file report is January 31, 2018 - September 30, 2018.

| Quantity | Positon Title | Date Filled | Name of Recruitment Source | Contact Person | Number Hired | Number Interviewed |
|-------------------------------------|---------------------|-------------|----------------------------|----------------|--------------|--------------------|
| 1 | News VJ | 5/7/2018 | www.nbcuicareers.com | | 1 | 4 |
| 1 | Commercial Producer | 7/16/2018 | www.nbcuicareers.com | | 1 | 3 |
| 1 | Producer/MMJ | 8/1/2018 | www.nbcuicareers.com | | 1 | 6 |
| Total Number of Persons Interviewed | | | | | | 13 |

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II. Recruitment Source Information for Vacancies

Covering the period from January 31, 2018 through September 30, 2018

Station: WWDT-CD, Fort Myers, FL

| Name of Recruitment Source | Total Number of Interviewees Referred During Year |
|----------------------------|---|
| www.nbcunicareers.com | 13 |
| YOH Staffing Agency | |
| Employee Referral | |

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III. Non-Vacancy Specific Recruitment Activities

Covering the period from January 31, 2018 through September 30, 2018

Station: WWDT-CD, Fort Myers, FL

| Organization | Date | Event | Participant(s) |
|---|------------------|-------------|--|
| National Association of Hispanic Journalists Miami, FL | July 19-21, 2018 | Career Fair | Javier Ortiz, VP of HR, Station Group James Arroyave, Talent Acquisition Recruiter, TLMD Station Group Helga Silva, WSCV VP of News Vera Castillo, WSCV Senior Executive Producer |
| Asian American Journalists Association Houston, TX | Aug 8-11, 2018 | Career Fair | James Arroyave, Talent Acquisition Recruiter, TLMD Station Group |
| National Association of Black Journalist Detroit, MI | Aug 1-5, 2018 | Career Fair | Sarah Hodd, Manager, Talent Acquisition |

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IV. RECRUITMENT/CAREER EXPO AND DEVELOPMENT

NATIONAL ASSOCIATION OF HISPANIC JOURNALIST: NAHJ is an organization dedicated to the development and advancement of the next leaders in the news industry. News talent employees attended the career expo conference consisting of training sessions, hands-on workshops, multiple seminars, panel discussions and networking opportunities to help leverage relationships.

V. EMPLOYEE TRAINING

SKILLS ENHANCEMENT TRAINING: NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCUniversal-sponsored programs.

In addition, online courses on a variety of topics are available to all employees. Courses include: Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, Presentation Skills, Hiring the Right People, Project Management, Time Management, Microsoft Office, Microsoft Word, Microsoft PowerPoint, and Microsoft Excel.

EMPLOYEE DIVERSITY GROUPS: NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

EEO/HUMAN RESOURCES TRAINING PROGRAM: During the reporting year WWDT participated in the annual company compliance trainings, which address methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program; Compliance Standards and Environmental Health and Safety training.

VI. EVENT PARTICIPATION

Employee representatives WWDT participated in the following community events:

Comcast Cares Day, 4/21/2018

Viva Cape Coral, 4/27/2018

Cinco de Mayo Event, 5/5/2018

GENERAL BROAD OUTREACH:

During the reporting year, employees of WWDT participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

Comcast Cares Day, April 21, 2018

Participants: All Station Event – The best way to increase visibility in the community is to be seen as part of the company. In the spirit of the largest employer sponsored volunteer effort in the nation, employees of WWDT Telemundo Fort Myers-Naples participated at the Farm Workers Village located in Immokalee, Florida and helped paint houses and clean up the community.

Viva Cape Coral, April 27, 2018

Telemundo Fort Myers-Naples sponsored one of the biggest Hispanic Heritage events known as Viva Cape Coral. During the event, WWDT employees interacted with viewers and gave away premiums. On-Air Participants: Marilyn Ponce, WWDT Acceso Total Talent and Ariel Rodriguez, WSCV Meteorologist collaborated in this event and highlighted the stations.

Cinco de May Event, May 5, 2018

Telemundo Fort Myers-Naples sponsored a new community event that was hosted by one of WWDT clients. This was another successful event where employees were able to interact with the viewers and give away premiums.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WWDT

Job Title: News VJ

Date Job Filled: 5/7/2018

Recruitment Source
That Referred

Ultimate Hire: NBCunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---------------------------------------|--|-----------------------|------------------|---|
| NBCunicareers.com | 30 Rockefeller Plaza – NY, NY 10112 | James Arroyave | 954-622-6839 | N/A |
| Employee Referral | N/A | N/A | N/A | N/A |
| YOH | N/A | N/A | N/A | N/A |
| | | | | |
| | | | | |

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WWDT

Job Title: Commercial Producer

Date Job Filled: 7/16/2018

Recruitment Source
That Referred

Ultimate Hire: NBCunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---------------------------------------|--|-----------------------|------------------|---|
| NBCunicareers.com | 30 Rockefeller Plaza – NY, NY 10112 | Wilberto Ocasio | 212-664-3246 | N/A |
| Employee Referral | N/A | N/A | N/A | N/A |
| YOH | N/A | N/A | N/A | N/A |
| | | | | |
| | | | | |

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WWDT

Job Title: Producer/MMJ

Date Job Filled: 8/1/2018

Recruitment Source

That Referred

Ultimate Hire: NBCunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---------------------------------------|--|-----------------------|------------------|---|
| NBCunicareers.com | 30 Rockefeller Plaza – NY, NY 10112 | Karen Mendez | 954-622-6026 | N/A |
| Employee Referral | N/A | N/A | N/A | N/A |
| YOH | N/A | N/A | N/A | N/A |
| | | | | |

(ATTACH ADDITIONAL SHEETS AS NEEDED)